



New Jersey Institute of Technology
University Heights
Newark, NJ 07102-1982
973.596.3102
973.624.2541 fax

Board of Trustees

April 26, 2011

Dr. Robert A. Altenkirch

[Redacted]

Dear Dr. Altenkirch,

Re: Offer of Extended Appointment as President of NJIT

On behalf of the Board of Trustees of NJIT, we are pleased to offer the following extended appointment as President of NJIT and Distinguished Professor, with tenure, in the Department of Mechanical and Industrial Engineering, for the 2010-2011 Fiscal Year (July 1, 2010 – June 30, 2011).

Your current appointment as President is extended for an additional year, ending June 30, 2014.

Consistent with the current salary program for the non-aligned employees that is designed to achieve savings equivalent to the negotiated settlement for state employees through delayed salary increases, your base salary for the 2010-2011 Fiscal Year will continue to be \$387,320 from July 1, 2010 through December 31, 2010 and will be increased to \$397,487 effective January 1, 2011, payable in regular bi-weekly installments. Your salary will be increased to \$407,921 effective June 30, 2011. Additionally, pursuant to the terms of your current appointment, the Board has determined to award you the same non-salary base performance bonus of \$56,000. This amount is equal to that awarded in the prior fiscal year and is based upon your achievements related to targets and objectives, which were mutually agreed upon for the 2009-2010 Fiscal Year. The bonus will be paid as soon as practicable.

Your housing allowance for this fiscal year will remain unchanged at \$85,000 per year. You shall continue to have full use and maintenance of a university purchased, new model automobile. You will also continue to have a driver available for your driving



Dr. Robert A. Altenkirch
Page 2

needs. AYCO Corp. will continue to be available for personal financial consulting services up to \$15,000 per year, throughout this extended term of appointment. As an NCAA Division I school it is essential that the university is compliant with all NCAA rules, regulations, bylaws and constitution governing its intercollegiate athletics program. Accordingly, in performing your duties you are required to become familiar with and adhere to all applicable NCAA rules, regulations, bylaws, constitution and related university rules, regulations and policies.

Additionally, as per NCAA bylaw 11:2-2 regarding athletically related income, you are required to provide a written detailed account annually to the vice president who oversees athletics, for all athletically related income and benefits from sources outside the university. Approval of all athletically related income and benefits shall also be consistent with the university's policy related to the receipt of outside income and benefits applicable to all full-time or part-time employees.

Finally, this will confirm that both you and your spouse will continue to be reimbursed for reasonable expenses incurred in carrying out the duties and responsibilities of the Office of the President and in fulfilling the university's mission. All such expenses will be duly recorded.

If the terms of this extended appointment, as set out in this letter, are satisfactory to you, please sign and date two of the original enclosed copies and return them in the enclosed envelope, retaining the third copy for your files.

Sincerely,



Kathleen Wielkopolski
Chairman of the Board of Trustees

Signature:



Date: 5/6/11

CC: Holly C. Stern, Gen. Counsel & Secretary of the Board of Trustees